



INTERAGENCY CONNECTION

215 Dean A. McGee, Suite 320, Oklahoma City, OK 73102

<http://www.oklahoma.feb.gov/>

(405) 231-4167

Chair's Corner



This is my last newsletter article as Chair of the Federal Executive Board.

I have truly enjoyed this past year and the many accomplishments we have to our credit with your help!

At the end of last year, Col. Despinoy reported a number of "firsts" that our FEB had accomplished. We have continued to build upon those efforts resulting in:

- ✓ Another merger of Combined Federal Campaigns, merging Enid, OK into the Central Oklahoma Campaign
- ✓ Utilized the model partnership with OKC Fire Department to for the Tulsa Fire Department to conduct site-visits for every federal office located in the Tulsa metropolitan area. All 50 federal offices in Tulsa, OK were visited by the Fire Department and this effort was completed this past fiscal year.
- ✓ Hosted the third annual Leadership Development series, bringing quality training to our local area at reasonable prices.
- ✓ Conducted the 2nd 10-month class of Leadership FEB (which will conclude this month)
- ✓ Our Federal Employees Care Council has been a great liaison to our communities, coordinating volunteer opportunities for federal employees.
- ✓ Maintained our award winning Shared Neutrals program that continues to serve our federal community and provide significant cost avoidance for our agencies.

AND a couple of "firsts" accomplished this year were:

- ✓ The development of our Faith-based and Community Outreach Council. This council provides a forum for agencies; tasked with this particular President's Agenda item, to come

together and collaborate on successful approaches and how they can leverage the resources they have to accomplish the extra tasking involved with this initiative. The approach of the group has been to become involved in various community events throughout the state (some coordinated by our US Representatives, some by the community, itself) to share information on government services available.

- ✓ Providing two separate FEMA certified Continuity of Operations (COOP) Manager Training sessions in a 'train-the-trainer' format.
- ✓ Hosted a FEMA sponsored Emergency Exercise Design training session.
- ✓ Hosted a one-week EEO Counselor training session for federal employees.

My heart is with our Federal Executive Board and I will remain involved and supportive of the initiatives pursued by this FEB. Our FEB is blessed with the support necessary to continue meeting the needs of our federal community!

I ask that you provide our incoming Chairman, Mike Roach, US Marshal of the Western District of Oklahoma, and incoming Vice-Chair, Kevin McNeely, US Department of Housing and Urban Development, the same support and encouragement that you have granted me. This will perpetuate the vital bond that strengthens our FEB!

Dorothy A. Despinoy

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Hurricane Relief for Federal Employees

Littleton, CO — The Federal Employee Education & Assistance Fund (FEEA) is pleased to announce a substantial donation from the BlueCross BlueShield Association to jump-start the FEEA Hurricane Fund. The Fund will assist federal employees affected by Hurricane Katrina in Florida, Mississippi, Louisiana and other Gulf Coast states. Based on early damage reports, FEEA expects the number of federal employees needing assistance to surpass the 400 it helped after Hurricane Andrew in 1992.

Civilian federal and postal employees affected by this disaster may download an Emergency Assistance application from FEEA's web site, www.FEEA.org, to apply for grants and no-interest loans to help with temporary shelter, clean-up, rebuilding, and other expenses. Those in need may also contact FEEA at 1-800-323-4140 or 303-933-7580.

Donations to the fund may be made on line at www.FEEA.org, or by sending a check to: FEEA HURRICANE FUND, 8441 W. Bowles Avenue, Suite 200, Littleton, CO 80123-9501, or via credit card by calling FEEA at 303-933-7580.

FEEA is a private, nonprofit 501(c)(3) agency, primarily funded through federal employee contributions to FEEA CFC Pledge #1234 and donations to special relief funds. Since 1986, the FEEA Emergency Assistance Program has provided over \$3.5 million in financial assistance to federal families experiencing natural disasters such as floods, fires and hurricanes, and to those experiencing unforeseen personal emergencies such as illness or death in the family. FEEA has also provided more than \$5.5 million in scholarships to civilian federal employees and their dependents. For more information about FEEA, visit www.feea.org or call 303-933-7580.

The Federal Employee Education and Assistance (FEEA) Fund has established a special fund to assist federal employees affected by Hurricane Katrina.

Federal employees wishing to contribute may do so by contributing to FEEA and specifying that the contribution is for the Hurricane Fund.

GSA adjusts fiscal 2006 per diem rates

By Daniel Pulliam dpulliam@govexec.com

The General Services Administration increased hotel per diem rates for fiscal 2006 in several metropolitan areas, including Detroit; Louisville, Ky.; Miami; St. Louis and Washington, D.C.

But lodging per diem rates fell in Atlantic City, N.J.; Charlotte, N.C.; Indianapolis; Las Vegas; Los Angeles, and a number of cities in Texas and Ohio. The rate for meals and incidental expenses in almost every location increased after GSA conducted a meals study in addition to its annual lodging study.

The 2006 rates are effective on Oct. 1 and apply to travel through Sept. 30, 2006. The announcement was posted in the *Federal Register* and the rates are available on GSA's Web site.

Much of the United States is covered under a standard rate, based on Consumer Price Index data, which is \$60 for lodging and \$39 for meals and incidental expenses. But a number of locations, including nearly all major metropolitan areas, are given a per diem rate that differs from the standard.

According to the *Federal Register*, a GSA study found that its lodging rates failed to reflect the local economies in certain areas, so the agency increased the number of hotels in the study used to set the rates by 50 percent and only measured hotel prices from Monday through Thursday rather than the entire week.

The per diem rate in Washington now varies according to the season. From March 1 through July 31, the rate will be \$187; for Aug. 1 through Oct. 31, it will be \$145 and for Nov. 1 through Feb. 28, the rate will be \$166. Meals and incidentals expenses will be \$64 throughout the year.

GSA changed the classification of 20 areas for fiscal 2006 - including the Alabama cities of Montgomery and Tuscaloosa; Amarillo, Texas, and Hagerstown, Md. - and assigned the locations the standard per diem rate of \$60 for lodging and \$39 for meals and incidental expenses.

Five areas were moved off the standard rate and assigned higher per diem rates, including, Augusta, Ga.; three cities in Lake County, Ind.; Hunt County, Texas; Ogden, Utah, and Appleton, Wis.

For fiscal 2006, GSA combined 28 areas previously distinguished separately, including the Arizona's Grand Canyon area with Flagstaff, Ariz.; Boston with Cambridge, Mass.; Sandusky, Ohio, with Bellevue, Ohio, and the Arlington-Fort Worth area with Grapevine, Texas.

Spotlighting Information in Public Service

Did You Know...

OPM ANNOUNCES 2006 FEHBP PREMIUM INCREASE, MORE PLAN OPTIONS

Office of Personnel Management Director Linda M. Springer last week announced a 6.6 percent average premium increase in the 2006 Federal Employees Health Benefits Program and an increase in the number of plans available.

Federal employees with self-only FEHBP coverage can expect an average bi-weekly premium increase of \$5.30; for self and family coverage, the average bi-weekly premium will be \$12.97.

In 2006, participants will have 279 plan choices -- 30 more than in 2005.

FEHBP covers approximately 8 million current and retired federal employees, as well as their dependents. "Over the past several years, we have introduced initiatives that give enrollees additional health-care options to meet the insurance needs of their families and keep the program affordable. Through our efforts to control costs and improve benefits choices, we are maintaining a high-quality health-care program that provides excellent benefits at a reasonable cost," said Springer.

The federal government, on average, pays 72 percent of total FEHBP premiums with enrollees paying the remaining 28 percent. OPM predicts FEHBP premiums will total \$31 billion by the end of FY 2005. "While the 2006 total average premium increase is 6.6 percent, 80 percent of FEHBP beneficiaries are currently covered by plans in which premiums will raise between 2.5 percent and 15 percent," according

to an OPM press release.

House Democratic Whip Steny Hoyer, D-Md., is worried about the increase. "I am very concerned by OPM's announcement of a significant increase in health insurance premium costs for federal employees. Federal employees are digging deeper and deeper into their own pockets to pay for their health care," said Hoyer.

Hoyer introduced H.R. 633 earlier this year, which would have increased the government's share premium payment from 72 percent to 80 percent. "I believe that today's announcement makes it even more important for Congress to adopt this legislation. The federal government will not be able to recruit and retain the quality employees that this nation needs to stay secure and prosperous if we do not provide them with competitive benefits," said Hoyer.

An FEHBP open season will occur from Nov. 14 through Dec. 12. To view information on plan costs, visit www.opm.gov/insure/health/index.asp for information online.

OPM will work with agencies whose employees have been affected by Hurricane Katrina to accept FEHBP enrollments submitted after open season officially ends. OPM will also give the same consideration to federal annuitants and survivor annuitants affected by Katrina.

<http://www.fednews-online.com> Sept. 2005



GAO recommends Agencies Use Performance Information in Management Decisions

<http://www.fednews-online.com> September 12, 2005

Federal managers should base some employee decisions on information gathered from employees' performance, the Government Accountability Office recommended in a report released Friday.

GAO studied five agencies -- the departments of Commerce, Labor, Transportation, Veterans Affairs and the Small Business Administration -- and their approach to results-oriented agency planning rooted in the Government Performance and Results Act of 1993. These five agencies were chosen because they were deemed "as having a greater likelihood of using performance information" based on previous GAO studies.

The 49-page report identified four "broad types of management decisions" into which federal managers can incorporate employee performance information. These decisions include:

- Identifying problems and taking corrective action
- Developing strategy and allocating resources
- Recognizing and rewarding performance
- Identifying and sharing effective approaches

The report also listed five different "types of practices that can contribute to greater use of performance information":

- Demonstrating management commitment
- Aligning agency wide goals, objectives and measurements
- Improving the usefulness of performance information
- Developing capacity to use performance information
- Communicating performance information frequently and effectively

GAO recommended that these practices and uses could be implemented government wide, but with varying degrees of success.

"While agencies face different management conditions and challenges and operate under different authorities, the general uses and practices highlighted in this report could be adapted by other agencies," the report suggested.

The full GAO's report can be found at <http://www.gao.gov/new.items/d05927.pdf>

Help Available to Pay Costs of Medicare's New Prescription Drug Program

Beginning January 1, 2006, a new program will provide prescription drug coverage under Medicare. If you have limited income and resources, you may be able to get help paying for your monthly premiums, deductible and co-payments under this prescription drug program.

From June through August 2005, millions of Medicare beneficiaries who may be eligible for the extra help will be mailed *an Application for Help with Medicare Prescription Drug Plan Costs* (Form SSA-1020). If you receive an application you should complete and return it as soon as possible. If you do not receive an application in the mail or do not want to wait, you can get one by calling at **1-800-772-1213** (TTY **1-800-325-0778**). Beginning July 1 2005 you can also apply online at www.ssa.gov.

After you apply, Social security will review your application and send you a letter to let you know if you qualify for the extra help. If you qualify, you need to enroll in a Medicare – approved prescription drug plan to get help with your prescription costs. You can select a plan between November 15, 2005, and May 15, 2006, but the earlier you enroll in a plan, the sooner you can begin to save money on your prescription drugs.

Conserve Your Fading Cell Battery

Keep your phone alive for a few extra minutes. When you have left your charger at home, use these tips.

- If you are expecting a call in an hour, keep the phone off until then to preserve juice. If you are expecting one in five minutes, do not turn it off and on—this eats up energy.
- Set your phone so the backlight does not come on—it drains the battery.
- Do not turn your phone to vibrate—it uses more power than regular ringing.

Taken from yourworld@allyou.com Sep05



OFFICE OF THE DIRECTOR

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-1000

September 2, 2005

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: LINDA M. SPRINGER 
DIRECTOR

SUBJECT: Emergency Leave Transfer for Federal Employees Affected
By Hurricane Katrina

President George W. Bush has authorized OPM to establish, if needed, an emergency leave transfer program to assist employees affected by Hurricane Katrina. An emergency leave transfer program will permit employees in an executive agency to donate unused annual leave for transfer to employees of the same or other agencies who are adversely affected by the hurricane and who need additional time off from work without having to use their own paid leave.

We believe the agencies with employees affected by Hurricane Katrina are in the best position to determine whether, and how much, donated annual leave is needed by their employees and to quickly facilitate the transfer of donated annual leave within their agencies.

Therefore, in response to the President's directive, we are authorizing the affected agencies to do the following:

- (1) Determine whether, and how much, donated annual leave is needed by affected employees;
- (2) As appropriate, approve leave donors and/or leave recipients in their agencies;
- (3) Facilitate the distribution of donated annual leave from approved leave donors to approved leave recipients within their agencies; and
- (4) Determine the period of time for which donated annual leave may be accepted for distribution to approved leave recipients.

OPM's regulations on the administration of the emergency leave transfer program are available on OPM's Web site at http://www.opm.gov/fedregis/html/dec_99.htm. Additional guidance is available at <http://www.opm.gov/oca/leave/HTML/emerg.htm>.

Most affected employees will be granted excused absence or receive other payments to cope with the immediate emergency. The emergency leave transfer program will be in place to assist approved leave recipients as the need for donated leave becomes known.



The challenge of managing a highly educated work force

One of the most interesting and lesser-known facts about the federal government is that its work force is among the most educated in the country. The era when the federal work force consisted largely of low-graded file clerks is long gone. The civilian federal work force consists of 2.7 million employees, 41 percent of whom have college degrees. In the general population, only 27 percent hold such degrees. Focusing on just the Senior Executive Service — the 7,000 top



By **PAUL LAWRENCE**

degrees, as compared with only 8 percent in our general population. Simply stated, our federal team is exactly what author and management expert Peter Drucker was talking about when he first wrote about the "knowledge worker" as one who "gains access to work, job and social position through formal education."

If this trend continues, which is likely, government executives will need a different management style to

oversee knowledge workers than they used to supervise a lower-graded, less-educated work force. Much can be learned about the future of a government work force of knowledge workers by looking at two agencies: the Census Bureau and the National Institutes of Health. In recent conversations, their directors each described his own style for managing knowledge workers.

Charles Kincannon is the director of the Census Bureau. He has spent his career working with government statisticians, economists and demographers measuring our population. On his staff, a master's degree is common and many have doctorates.

He sees the challenge this way: The Census Bureau "is filled with experts, and they all know more about what they are doing than I do." Because of this expertise, Kincannon pointed out, it's difficult to say "you shouldn't be performing your work a certain way."

Before becoming NIH director, Dr. Elias Zerhouni was chairman of the radiology department at Johns Hopkins University, providing advanced training and degrees to doctors. At NIH, Zerhouni leads one of the most educated work forces in the country. In contrast to the general population,

where 1 percent hold doctorates, 13 percent of NIH's work force have Ph.Ds.

To Zerhouni, such a team poses special challenges, especially in the area of decision-making. According to Zerhouni, "When you have a knowledge-based work force, the only way you can lead is to have an open environment where you share information. They are data-driven — 95 percent of the time, if you bring data, they will converge to an optimal solution."

I saw immediate similarities in the techniques each director used to get results from their knowledge workers. They focused on three key actions:

- Cultivate a collegial environment. This requires engaging workers and listening carefully to what they have to say. They might not agree with a decision, but if they feel listened to and understood, they are more likely to be supportive. Simply giving orders is the sure path to indifference — or worse, sabotage. Similarly, never try to outclass a knowledge worker in his own area of expertise. More citations, details or even volume will never convert them to your point of view.

- Create a learning organization. Knowledge workers' expertise is

deep, but narrow. They have limited understanding of other disciplines. But they are avid learners. Managers can draw on this desire to learn by teaching employees how their work connects to the work of others.

Aligning knowledge workers through teaching will decrease conflict and increase collaboration.

- Draw on the manager's unique knowledge. Managers of knowledge workers may no longer be current on the subject matter, but they are quite knowledgeable about the organization in which they work. Because of their broader experiences and higher rank, they better understand the mission, politics and realities of the agency. Managers should use their unique knowledge to help their knowledge-worker subordinates and teammates succeed.

The federal work force consists of highly educated, dedicated professionals. Government leaders need to use new management tools appropriate for knowledge workers. Kincannon and Zerhouni demonstrate how this can be done in government. We can all benefit from their experiences.

Paul Lawrence is partner-in-charge of the IBM Center for the Business of Government.



UPCOMING EVENTS September 2005

Oct 10, 2005	Columbus Day
Oct 12, 2005 11:00 a.m.	Shared Neutrals Meeting USDA Risk Management Agency POC: FEB Office, 405-231-4167
Oct 12, 2005 All Day	Northeastern State University Job Fair for Government Agencies Broken Arrow Campus
Oct 12, 2005 All Day	Leadership FEB Day – Tinker AFB
Oct 13, 2005 11:00 a.m.	Society of Government Meeting Professionals – Biltmore-OKC POC: FEB Office, 405-231-4167
Oct 18, 2005 2:00 p.m.	Federal Employees Care Council Federal Transfer Center POC: Tom Burton, 405-954-0625
Oct 19, 2005 2:00 p.m.	Emergency Preparedness & COOP 5020 S. Meridian, OKC POC: FEB Office, 405-231-4167
Oct 20, 2005 9:00 a.m.	Faith Based & Community Outreach 301 NW 6 th St., US Dept. of HUD POC: FEB Office, 405-231-4167
Oct 21, 2005 11:00 a.m.	CFC Downtown OKC Interagency Rally 215 Dean A. McGee, 1 st Floor POC: FEB Office, 405-231-4167
Oct 19, 2005 10:00 a.m.	Interagency Training Council Meeting Downtown OKC Library POC: Gary Davidson, 405-232-3382
Oct 25, 2005 11:30 a.m.	FEB Luncheon & Transition of Officers Crowne Plaza, OKC POC: FEB Office, 405-231-4167
Oct 25, 2005 10:00 a.m.	Executive Policy Council Federal Highway Administration 300 N. Meridian, Ste 106-S POC: FEB Office, 405-231-4167
Oct 28, 2005 12:00 noon	Naturalization US Courthouse, OKC POC: FEB Office, 405-231-4167
Oct 31, 2005	Daylight Savings Time Ends

Nothing worthwhile comes easily. Half effort does not produce half results. It produces no results. Work, continuous work and hard work, is the only way to accomplish results that last.
—Hamilton Holt

Your Federal Executive Board

“Federal Executive Boards (FEBs) are generally responsible for improving coordination among federal activities and programs in...areas outside of Washington, D.C...FEBs support and promote national initiatives of the President and the administration and respond to the local needs of the federal agencies and the community.” (GAO-04-384)

We applaud the efforts of the Oklahoma FEB Executive Policy Council members who ensure information is provided to direct our activities and efforts:

- Ron Berryhill, Director, USDA Risk Management Agency
- Dennis Callahan, Warden, Federal Transfer Center
- Michael Diehl, Administrator, Southwestern Power Administration, Tulsa
- Col Dean Despinoy, Commander, 507th Air Refueling Wing
- Steve Gentling, Director, VA Medical Center
- Bill Fillman, Director, VA Central Area, Muskogee
- Larry Flener, Representative for the District Director, US Postal Service
- Dottie Overal, Director, Small Business Administration
- Chris Puckett, Director of Staff, Tinker AFB
- Lindy Ritz, Director, FAA Mike Monroney Aeronautical Center
- Michael Roach, US Marshal, US Marshals Service

This newsletter is published monthly as a cost-effective tool for communicating events and issues of importance to the federal community in Oklahoma. If you have news of interest, please fax to the FEB Office at (405) 231-4165 or email to LeAnnJenkins@juno.com no later than the 15th of each month.

Elected Officers:

Chair: **Dottie Overal**, Director
Small Business Administration

Vice-Chair: **Chris Puckett**, Director of Staff
Oklahoma City Air Logistics
Center, Tinker AFB

Staff:

Director: LeAnn Jenkins

Assistant: Trish Plowman

Program Support: Constance Ward

Please feel free to copy this newsletter & distribute. The newsletter is available on our website, <http://www.oklahoma.feb.gov> where you can also request to receive it electronically.



DOD DEVELOPS WEB SITE LINKING AGENCY, CITIZENSHIP, FEDS

(<http://www.fednews-online.com>)

The Department of Defense recently created a Web site that discusses the importance of the Constitution to DOD employees -- and the American public.

The Web site has a 15-20 minute basic course on the constitution, and discusses everything from the branches of government to the Bill of Rights to the separation of powers. The site also discusses multiple connections between the Constitution and DOD employees.

Sept. 17 was designated as Constitution Day and Citizenship Day by joint resolution of Congress on Feb. 29, 1952. Congress, by joint resolution on Aug. 2, 1956, designated from Sept. 17 to Sept. 23 as Constitution Week.

"I encourage federal, state and local officials, as well as leaders of civic, social and educational organizations, to conduct ceremonies and programs that celebrate our Constitution and reaffirm our rights and obligations as citizens of our great Nation," said President George W. Bush in a proclamation.

The Web site even includes an interactive magnifying glass that allows the user to read the Constitution. Also, a certificate of completion is awarded after the user takes a 15-question quiz.

"Constitution Day and Citizenship Day is an important occasion for all Americans, but it has special significance for members of the DOD family who work so hard and sacrifice so much to protect and defend the principles of liberty and democracy upon which this great nation was founded," said Acting Deputy Under Secretary of Defense for Civilian Personnel Policy Marilee Fitzgerald.

The Web site can be found at
<http://constitutionday.cpms.osd.mil/>

August 1, 2005

Culture change is the biggest challenge in adopting pay systems that reward performance and better recognize labor conditions, according to experts.

Such a transition hinges on ensuring all parties with a stake in the system's outcome---executives, managers, human resources specialists and front-line employees---are given the proper training and resources and allowed to participate in the development of new pay rules. These and other conclusions reached by administration experts were recorded in a July 27 report from the Government Accountability Office.

Other ingredients to making reform successful include building safeguards that ensure pay decisions are made fairly, implementing reforms on clear objectives and values, and monitoring and refining pay rules based on employee feedback and strong analysis, the report said.

More than 70 representatives from agencies, unions, corporations, think tanks, universities and congressional offices participated in the March roundtable, which was hosted by GAO, the Office of Personnel Management, the Merit Systems Protections Board, the National Academy of Public Administration and the Partnership for Public Service. GAO compiled the comments of that meeting in a report titled, "Symposium on Designing and Managing Merit-Based and More Performance-Oriented Pay Systems."

Conserve Your Fading Cell Battery

Keep your phone alive for a few extra minutes. When you have left your charger at home, use these tips.

If you are expecting a call in an hour, keep the phone off until then to preserve juice. If you are expecting one in five minutes, do not turn it off and on---this eats up energy.

Set your phone so the backlight does not come on---it drains the battery.

Do not turn your phone to vibrate---it uses more power than regular ringing.

Taken from yourworld@allyou.com Sep05

Anyone can keep going when the going is good, but some extra ingredient is needed to keep you fighting when it seems that everything is against you.

—Norman Vincent Peale



Wide Net Was Cast for Aid After Katrina; Federal Workers Volunteer By the Thousands for Duty

<http://www.washingtonpost.com/wp-dyn/content/article/2005/09/21/AR2005092102106.html>

By Sam Coates

The Washington Post

- Gunfire rattled around the streets adjacent to the New Orleans Veterans Affairs Medical Center, where 34 members of the U.S. Veterans Affairs Department police force were just reporting for duty. Their orders: to secure the medical center and fend off looters prepared to wade through the six feet of murky, diseased water in search of booty. Though many would go a long way to avoid working in such conditions, they volunteered for exactly this sort of duty.
- They are not alone. There are 1,674 employees of the Interior Department and more than 1,000 members of the Public Health Service Commissioned Corps - to name just two agencies - deployed in the hurricane areas. This pattern is repeated across the government, with agencies sending between 10 and 1,000 employees to take part in Katrina duty, demonstrating a federal response that stretches far beyond the Federal Emergency Management Agency (FEMA) and the Department of Homeland Security (DHS). That will continue: With Hurricane Rita approaching, several Washington-based public health service officers yesterday said they are being sent to Texas.
- The federal workers come from all parts of the country, with myriad skills. Among the 238 VA employees currently deployed along the Gulf Coast are health professionals, secretaries and housekeeping staff, in addition to VA police officers. There is no total figure for how many federal workers are involved at this stage, however. Although all their work is being coordinated by FEMA, the agency says it has no way of counting heads.
- Some are there to provide backup to beleaguered state services, such as those from the Education Department, which has 50 volunteers along the Gulf. Others have more unique roles, such as the 22 workers from the State Department and the U.S. Agency for International Development, whose function is to help representatives of foreign embassies obtain access to the affected region, identify and recover the dead, and brief foreign media.
- "In the final analysis, Katrina is likely to mean the largest peacetime domestic mobilization in the history of the United States," said David M. Walker, U.S. comptroller general and head of the Government Accountability Office.
- Walker, who will work with the federal departments' inspectors general, as well as state, city and county auditors, to evaluate the success of the federal response, cautioned against agencies throwing too much manpower into the region.
- This has become somewhat irrelevant for thousands of federal workers who have volunteered to help but have been denied permission to go by managers. For example, employees at the Department of Homeland Security were sent an e-mail last week thanking them for their offers of "personal sacrifices" but advising that there were many restrictions on those who could participate - for instance, only employees with government credit cards would be allowed to go. The e-mail suggested that employees wanting to help should instead contribute to the American Red Cross and other relief organizations.



November FEB Luncheon

Monday, November 14, 2005

Topic:	<i>Are you ready to go beyond your limit?</i>
Date:	Monday, November 14, 2005
Time:	11:00am-11:30am Registration & Networking 11:30am-1:00pm Luncheon
Location:	Biltmore Hotel, 401 South Meridian, OKC
Speaker:	Gary Guller
Cost:	Receive a mini-seminar for the cost of a \$12.00 lunch!

Gary Guller and his successful Team Everest '03 expedition were featured in over 250 newspaper and magazine articles, numerous TV reports with national and international coverage. Gary led the largest cross-disability group to reach Mt. Everest Base Camp at 17,500 feet, before setting another record, becoming the first person with one arm to summit the highest point in the world!

Gary's images, video and multimedia slides, his stories and affable nature inspire others to look deep within to accomplish more in all areas of life. He speaks from his heart about what he has learned over the past 20 years of adventures. He has certainly earned the right. From an early age, Gary has inspired countless people to achieve their maximum potential and to pursue their dreams and goals. He has challenged both children and adults to reach beyond what they perceive as their limitations to succeed. He is described as amazing, thought-provoking and highly inspirational.

Success is within us all.

This luncheon is open attendance and would be useful to everyone.

Name: _____ Agency: _____

Address: _____ Phone: _____

Menu: Salad, Lasagna, vegetable medley, served with water, iced tea and coffee.

Payment:

☐ Cash ☐ Check ☐ Credit Card ☐ Voucher

☐ Enclosed ☐ Pay at the Door

Please mail to:	Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 320 Oklahoma City, OK 73102
Or fax to:	405-231-4165

Remember to drop in your business card for our drawing. Door prizes provided by Allegiance Credit Union.

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, refunds and cancellations will be permitted through November 7, 2005. However, after that date, registrations must be honored by the individual or agency involved. If you are unable to attend, substitute attendees are authorized and encouraged!



October FEB Luncheon Tuesday, October 25, 2005



Theme:	<i>Transition of Officers and FEB Council Updates</i>
Date:	Tuesday, October 25, 2005
Time:	11:00am-11:30am Registration & Networking 11:30am-1:00pm Luncheon
Location:	Crowne Plaza Hotel, 2945 NW Expressway, OKC

Come congratulate the FY 2006 Officers of your Federal Executive Board, enjoy a good lunch with inter-agency networking, AND learn what the FEB Councils have planned for this next year!

Name: _____ Agency: _____

Address: _____ Phone: _____

Cost: \$12.00 per person

Menu: Salad, penne pasta with grilled chicken breast, served with dessert, water, and iced tea.

Payment:

☐ Cash ☐ Check ☐ Credit Card ☐ Voucher

☐ Enclosed ☐ Pay at the Door

Please mail to:	Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 320 Oklahoma City, OK 73102
Or fax to:	405-231-4165

Remember to drop in your business card for our drawing. Door prizes provided by Allegiance Credit Union.

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, refunds and cancellations will be permitted through October 18, 2005. However, after that date, registrations must be honored by the individual or agency involved. If you are unable to attend, substitute attendees are authorized and encouraged!



<i>SUN</i>	<i>MON</i>	<i>TUES</i>	<i>WED</i>	<i>THURS</i>	<i>FRI</i>	<i>SAT</i>
30 Daylight Savings Time Ends	31	October 2005				1
2	3	4	5	6	7	8
9	10 Columbus Day	11	12 7:30 Mayors Committee NSU Job Fair-Broken Arrow Leadership FEB 11:00 Shared Neutrals	13 11:00 SGMP	14	15
16	17	18 2:00 FECC	19 10:00 ITC 2:00 Emgcy Prep Mtg	20 9:00 Faith-Based Mtg	21 CFC Interagency Rally	22
23	24	25 11:30 FEB Lunch	26	27 10:00 Executive Policy Council	28 12:00 Naturalization	29

OKLAHOMA FEDERAL EXECUTIVE BOARD
 215 DEAN A MCGEE STE 320
 OKLAHOMA CITY OK 73102-3422
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